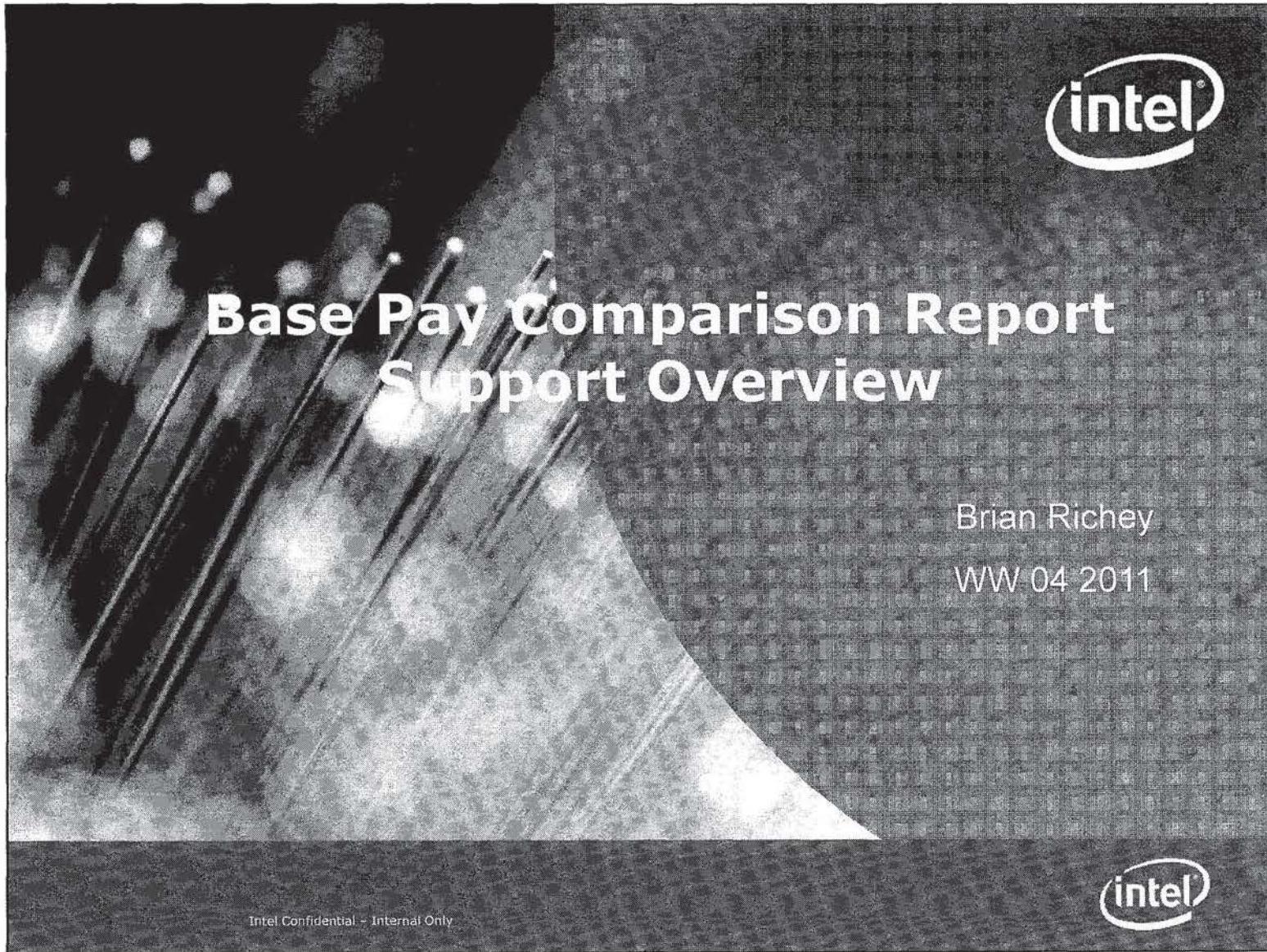


**EXHIBIT 400 TO
CISNEROS DECLARATION
REDACTED VERSION**



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Agenda/Objectives



Objective:

- Provide overview of new report for awareness

Agenda:

- Report Overview
- Schedule
- High Level Design
- Support
- Next Steps & Opens

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Pay Transparency Project



- **Opportunity**

- Improve Manager/BGHR pay decisions
- Boost perceived C&B value and pay transparency
- Increase competitive-pay confidence in Managers
- Increase Employee retention, effort, and focus
- Ensure competitive pay in Staffing offers
- Effectively spend Focal budgets

- **Vision**

- Provide a single point for relevant and actionable information to improve effectiveness of people management:
 - Relevant - information that directly tied to the manager role and level within the organization.
 - Actionable - information that will alert the managers as to when and what kind of action needs to be taken in order to meet operational or strategic targets
- Base pay design is and is perceived to be FAIR and EFFECTIVE

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High Level Requirements

Report Concepts: 1,2,4 & 5 would be based on current GENI data, Focal cycle results would reflect in reports after April 1st annually

Release 1

1. Enable Managers view their direct staff's pay comparisons to internal and external market pay ranges in graph and grid/tabular formats, emulate sub managers
 - Target Audience: ~1000 Managers who are participating in the Focal Pilot*
2. Enable BGHR/C&B/Staffing to emulate 1 manager and see the direct staff report for this manager (same report as # 1)
 - Target Audience: ~ 100 BGHR and ~100 C&B/Staffing
3. Provide Pay Transparency report usage data
 - Target Audience: Project Team of <10
4. Enable BGHR to filter on the entire Intel population and get employee level data (graph/grid) per filter selection, includes aggregated data
5. Enable Managers to filter on their entire Organization and get employee level data (graph/grid) per filter selection, includes aggregated data
6. Enable real-time modeling of Focal pay changes made by a Manager for their direct reports/Focal Group and compare to internal and external pay ranges (during the 4 week Focal window)
 - Focal 2011/2012 project scope for post 2011 cycle effort (Q3 2011 timeframe)?
 - Design future in Mgr Dash, additional fields in Focal Tool - TBD
7. Provide C&B way to configure data
 - Percentile ranges and add/edit/delete pay groups

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Report Entry Point



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Latest Mock Up



Data informs rather than prescribes decisions

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Latest Mock Up – EE Detail



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Manager Grid Mock Up



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Schedule for Q1 2001 Release



Phase	Estimated Dates	Status
Project Charter Approved	WW 43-46	Done
Exploration	WW 47	Done
Planning/Design	WW 48	Done
Development/Testing	WW 49-03	On Track
Deployment		
• Silent Release	WW 04	
• Go-Live to Stabilization	WW 05-09	
• Retrospective into next Release	~WW 10	

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High Level Design – R1



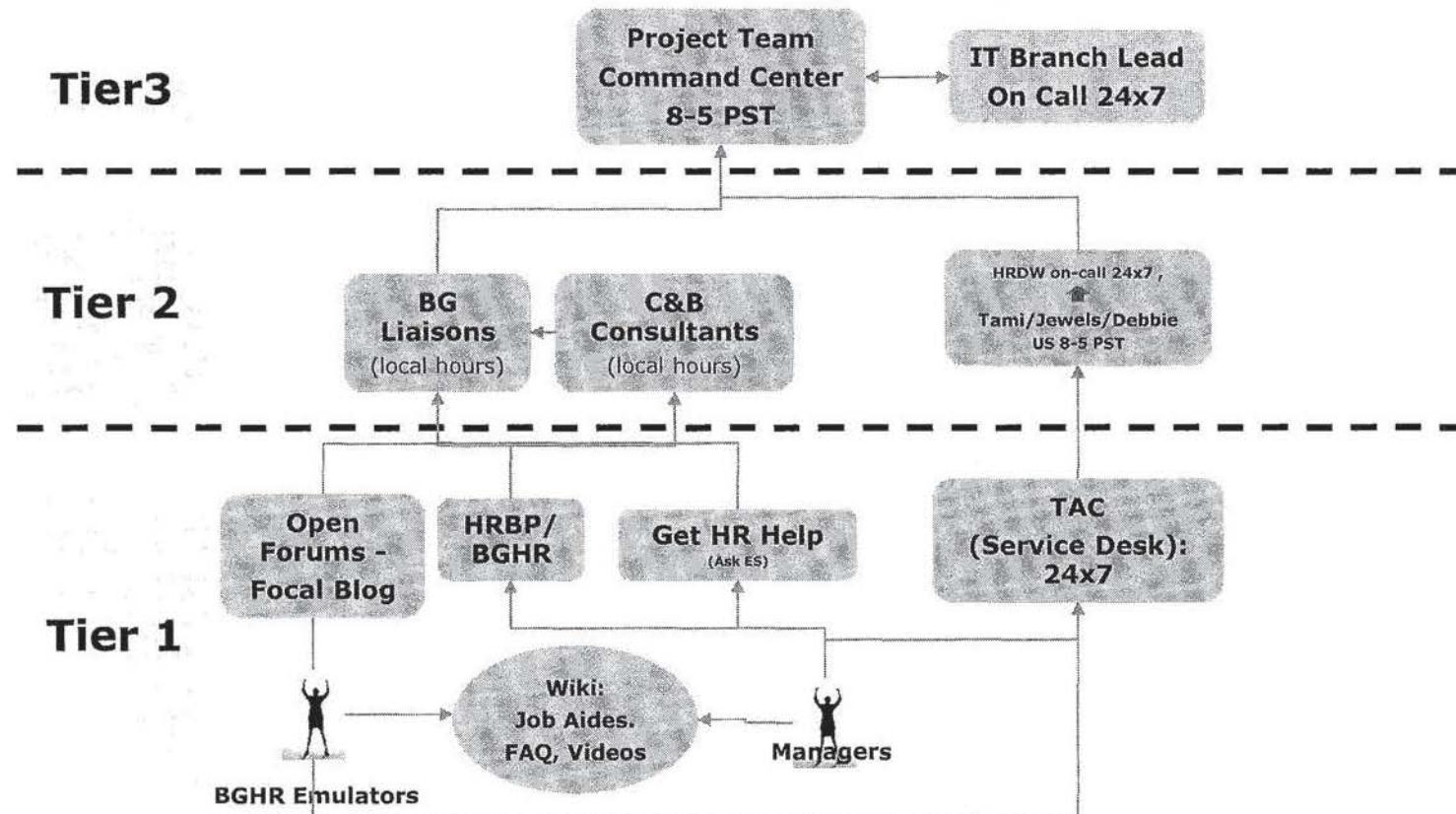
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Support Plan



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 Back

Focal Pilot-Base Pay Alignment

Biz Group	# Mgrs in Org	# Mgrs Using Pay Report	BG Liaison	HRBP Supporting Pilot participant groups		
				GAM/LAR	GAR	GER
HR	245	245	Pilar V	Amber Damron; Raina Rhodehamel; Pilar Velez ; Victoria Molina	Preethi Madappa	Sue Cook
Corp Svcs	244	244	Randy B	Randy Baca ; Anita Gonsiorowski; Lea Ann Hansen; Renee U Rogers; Kathy L Rons; Christine A White; Jenny L Whitty; Margoth Calderon	Suan Nee Khoo; Zoe Chen	Sarah Purcell; Maya Kroizman; Sheya Yosefovich; Julia Kurkova; Simon Vizard
DHG	120	120	Mike J	Mike Jordan; Trisha Sparacino	Weiya (Addy) Zhu	Martin Hallows
LCA	121	121	Linda I	Linda Ingoglia (primary GAM); (Lynee Luque & Wendy Modlin , Secondary GAM) Cristiane Carvalho	Mary Anne Narciso	Mary Anne Schneider; Simon Vizard
PRMD	66	66	Stacey L	Stacey Lindsey Amy Wohlsein	Siew Yen Ooi	--
SMG	727	10 -SMG Staff only	Kelley C	Kelly Cassetta; Kelly Ketchmark ; Julie Benson; Lisa D Miller (HR); Lisa Richardson; Deb Sedgwick ; Cristiane Carvalho; Fermin Laguarda	Leah Yang; Jing Zhao	Joe Torpey
FIN	515	126	Lincoln Foster	Chasity Fulton; Kristen Porter; John Roberts; Archana Vineet; Marguerite Wade; Dan Winter	Scott Holman; Ying Zhu	Yahel Lipshitz; Adam Sweetman;
Other	N/A	~50 from 2010 pilot and <5 IT HRC Mgrs for support	Danny McKell	Paulette Hanson, Lincoln Foster, Damien Rhodes	n/a	n/a

BG Liaison will coordinate all details and communication for exceptions within their biz groups

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Back Up

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Testing Summary



- Test scripts completion:
 - 3 testing scripts were executed 20 times, included unscripted testing:
 - Managers script- 8 executions
 - BGHR script- 6 executions
 - BGHR non HR4HR script- 6 executions
 - Performance and Manager UAT testing completed
 - All known defects are closed
 - 2 change requests (10 items) were accepted and developed during the testing phase

Severity	Number Open	Number Closed	Number Deferred	Total
Showstopper	0	0	0	0
High	0	14	9	23
Medium	0	25	10	35
Low	0	14	24	38
Total	0	53	43	96

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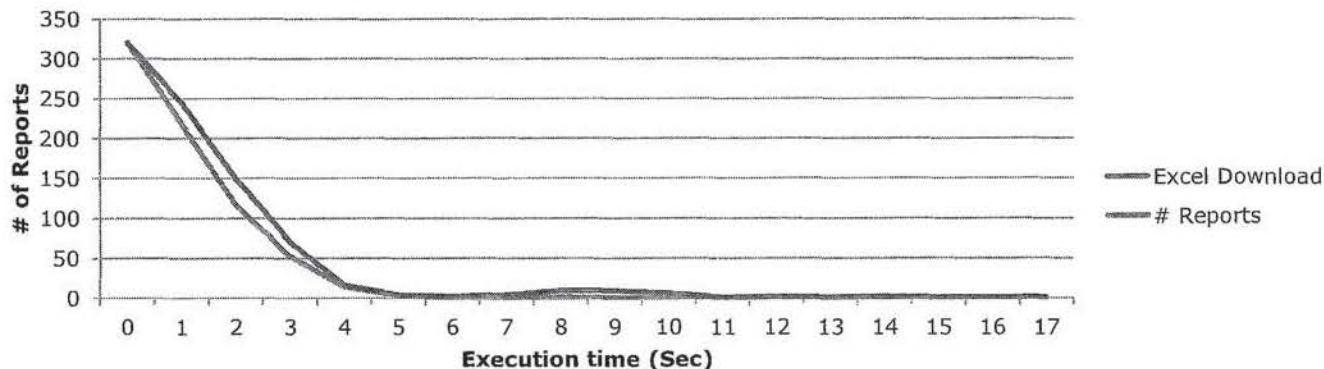


Performance Testing



- All the performance testing were executed in a focal period environment (extreme load on the servers)
- 727 reports simulations ran, average execution time on the server side:0.7 seconds.
- 118 Download to excel simulations, average execution time on the server side 4.43 seconds. only for all Intel organization data the simulation time was more than 7 seconds.

Reports\Download to excel per execution time

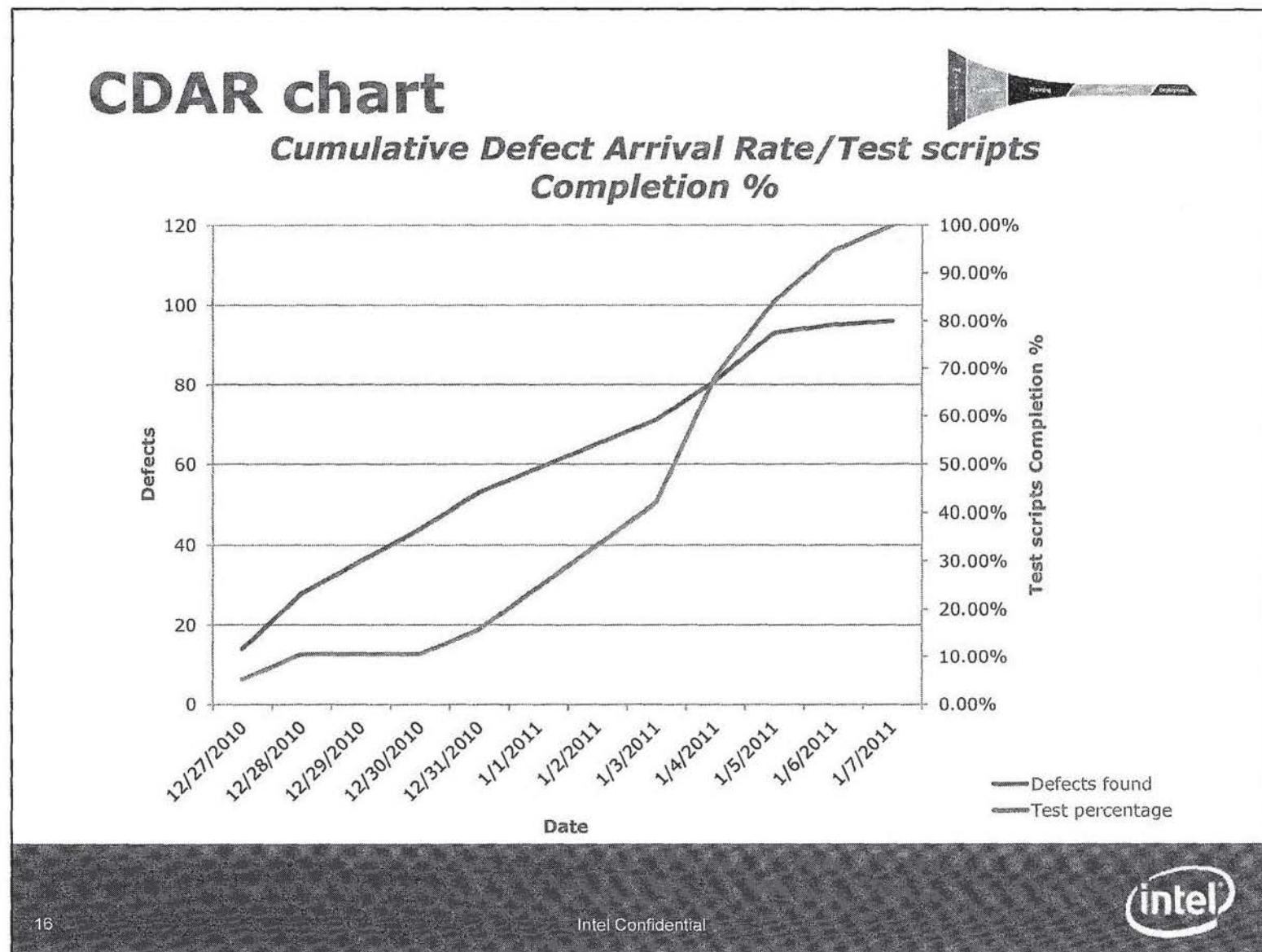


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Applying Pay Report to Focal Decisions



- Situation: Average performer is among the highest paid for their comparator groups (e.g., 90th percentile of external market or Intel peers)
• Action: [REDACTED]
- Situation: Average performer is highly paid (e.g., above the 75th percentile)
• Action: [REDACTED]
- Situation: Repeat high performer is paid less than the 25th percentile
• Action: [REDACTED]
- Situation: Employee with multiple years in grade is below 50th percentile
• Action: [REDACTED]
- Situation: The Intel Peer Data and External Market data aren't aligned or no data is displayed
• Action: [REDACTED]
[REDACTED]

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Resources for all phases / Budget

Headcount Skill / Type	Resource Name	HC
HR/IT PM	Keith & Brian	1.25
Focal/Mgr Dashboard	Beth	.25
HRDW/BI (SA and Testing)	David B/Michal M	1.25
C&B Analysts	Danny McKell/Carol B	.75
TCM	Joan Hallstein/Tracy Ross	.5
Other SME/Testers	TBD	.5
Total uncommitted headcount (approval request)		
Total headcount		

Non Headcount Expense	Description	Amount
Travel		\$5k in Q1
Consulting		0
HW/Licensing, other BTI		0
Total		5k

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ITBC Scorecard (IT only)



ITBC Scorecard

One List ID: 7209 | Refresh

Project Name: C&B Data Transparency

Project Manager: RICHEY, BRIAN T (BRIAN)

Ops Level 1: Enterprise Capability Controls & Complia

Scorer: Fania. Moty | Save

Compliance Scores

Summary - Pre-Commit Response

You must select a certified scorer name before scoring is allowed.

Note: To show compliance, all ITBC Scorecard questions must be answered at Commit. However, SUBMISSION (which locks the scorecard from further changes) is not required until Go/No-Go.

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Design Status



- Detailed Design – Done

- Anticipation of future needs included in Release 1:
 - More frequent refresh of external market & currency rate data
 - More than just 2x/year as required by C&B
 - Large volumes of direct reports for managers
 - Includes multiple org units for one manager
 - Log of report usage
 - Handling extreme pay ranges
 - Designing in now for future requirements:
 - External market description per employee
 - External market/ Internal market Historical data
 - C&B configuration for peer group & percentiles
 - Security access aligned to Mgr Dash roles/exceptions
 - Present data for executive grades
 - Real-time modeling of Focal data during 4 week Focal window

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BHGR Emulation Mock Up

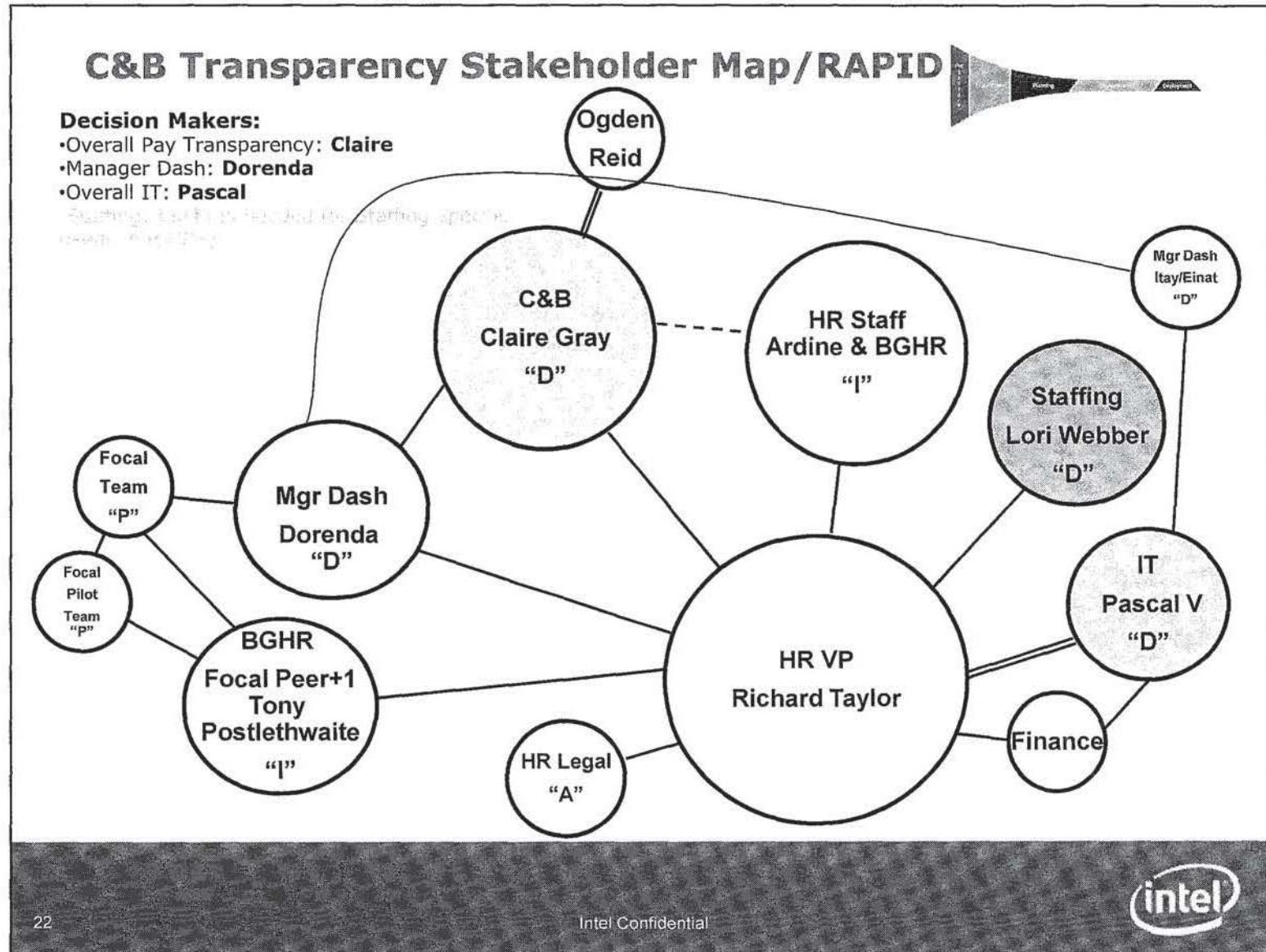


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Project Scope



- In Scope

- A horizontal bar chart comparing the percentage of the total population versus women who have heard of various mental health terms. The y-axis lists the terms, and the x-axis shows the percentage from 0% to 100% in increments of 20%. Dark bars represent the total population, and light bars represent women.

Term	Total Population (%)	Women (%)
Depression	85	85
Anxiety	82	82
Obsessive Compulsive Disorder (OCD)	75	75
Post-Traumatic Stress Disorder (PTSD)	72	72
Generalized Anxiety Disorder (GAD)	68	68
Major Depressive Disorder (MDD)	65	65
Bipolar Disorder	58	58
Schizophrenia	52	52
Borderline Personality Disorder (BPD)	48	48
Attention Deficit Hyperactivity Disorder (ADHD)	45	45
Autism Spectrum Disorder (ASD)	38	38
Generalized Anxiety Disorder (GAD)	35	35
Specific Phobia	32	32
Acute Stress Reaction	28	28
Complex PTSD	25	25
PTSD-Related Trauma	22	22
Depression-Related Trauma	20	20
Obsessive Compulsive Behavior	18	18
PTSD-Related Self-Harm	15	15
Depression-Related Self-Harm	12	12
PTSD-Related Suicidality	10	10
Depression-Related Suicidality	8	8
PTSD-Related Substance Abuse	5	5
Depression-Related Substance Abuse	3	3
PTSD-Related Impulsivity	2	2
Depression-Related Impulsivity	1	1

•Out of Scope

- Diversity-specific pay data
 - Any other report or Dashboard changes (not related to pay)
 - Focal 2011 or Focal Pilot support or changes
 - But will coordinate with them

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Business Value Summary



- **Improved Manager Confidence and Understanding:**

- Providing quality pay comparison data to Managers increases understanding and improves merit allocation decisions, thus enabling productive pay conversations with direct reports and improves Employee Relations, retention, and reduces legal risk

- These can be measured through existing Org Health Survey, Focal Manager survey feedback, and retention metrics

- Enabling competitive salaries in job offers improves Employee Relations and retention

- **Cost Avoidance:**

- Enabling Managers to make better pay adjustments (within annual Focal budgets) prevents future unplanned Salary Market Adjustments (SMA)

- \$1-15M per year (to be verified and updated at end of Explore)

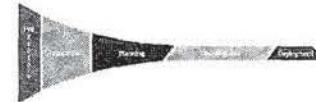
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Business Transformation



Today	Future
Managers have access to less relevant pay data during Focal cycles, thus not as informed decision for merit allocation	Manager access to more relevant pay comparison data during Focal cycle, thus enabling better decisions on merit allocation
Managers may feel that they have to follow a prescriptive approach or strict tool guidelines during Focal cycle, may feel uncomfortable in communicating results	Managers are empowered to have more discretion during Focal cycles and feel comfortable communicating results to their direct reports
Pay strategies not well understood by Managers and employees (closed curtain)	Increased Manager understanding and confidence to communicate and educate their direct reports on pay strategies (pulled back curtain and transparency)
EE pay discussions with managers are not always productive , results in distractions, and worst case may leave Intel	Increased productive pay conversations between manager and direct reports Transparency of pay expected to increase EE retention and improved ER
Staffing makes offers based on internal equity	Staffing makes more competitive offers based on better internal and external comparison data

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Alignment with Strategic Priorities



HR Strategic Objectives (SO):



IT SO:



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Key Features / Requirements



- Enable individual pay comparisons against internal and external pay ranges
 - View internal peer group pay range based on employees in similar jobs at Intel with ability to refresh on a regular basis
 - Includes pay distribution statistics, statistical calculations, etc.
 - Provide an external or “market” pay range with ability to refresh on a regular basis
- Ensure new pay range data and comparisons are available year around
 - During Focal window for base pay decision-making
 - Ongoing pay management (hires, saves, trending, etc.)
- Display pay ranges as read-only graphical and tabular formats
- Data access restricted to “business need to know” for Managers, BGHR, C&B, and Staffing
- Provide Administrative tools for C&B to adjust limited data elements and view usage data

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Key Stakeholders

Key Stakeholder Name	Org/Group	Relationship Owner
Ogden Reid/Claire	C&B	Keith/Brian
Pascal Veysseire/Itay	IT	Brian
Dorenda K	Focal and Mgr Dashboard Tools	Beth Barrer
Greg Keating	Focal Process Owner	Beth/Brian
Managers (EE secondary)	All Orgs	BGHR
Devra/Tony/Claire	Focal and Pilot Sponsors	Danny
Joan H, Tracy Ross, Pilar Velez	BGHR/Emp Comms/Focal Pilot	Danny/Brian
Gayle Carda	Legal/Controls	Danny

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Critical Success Indicators

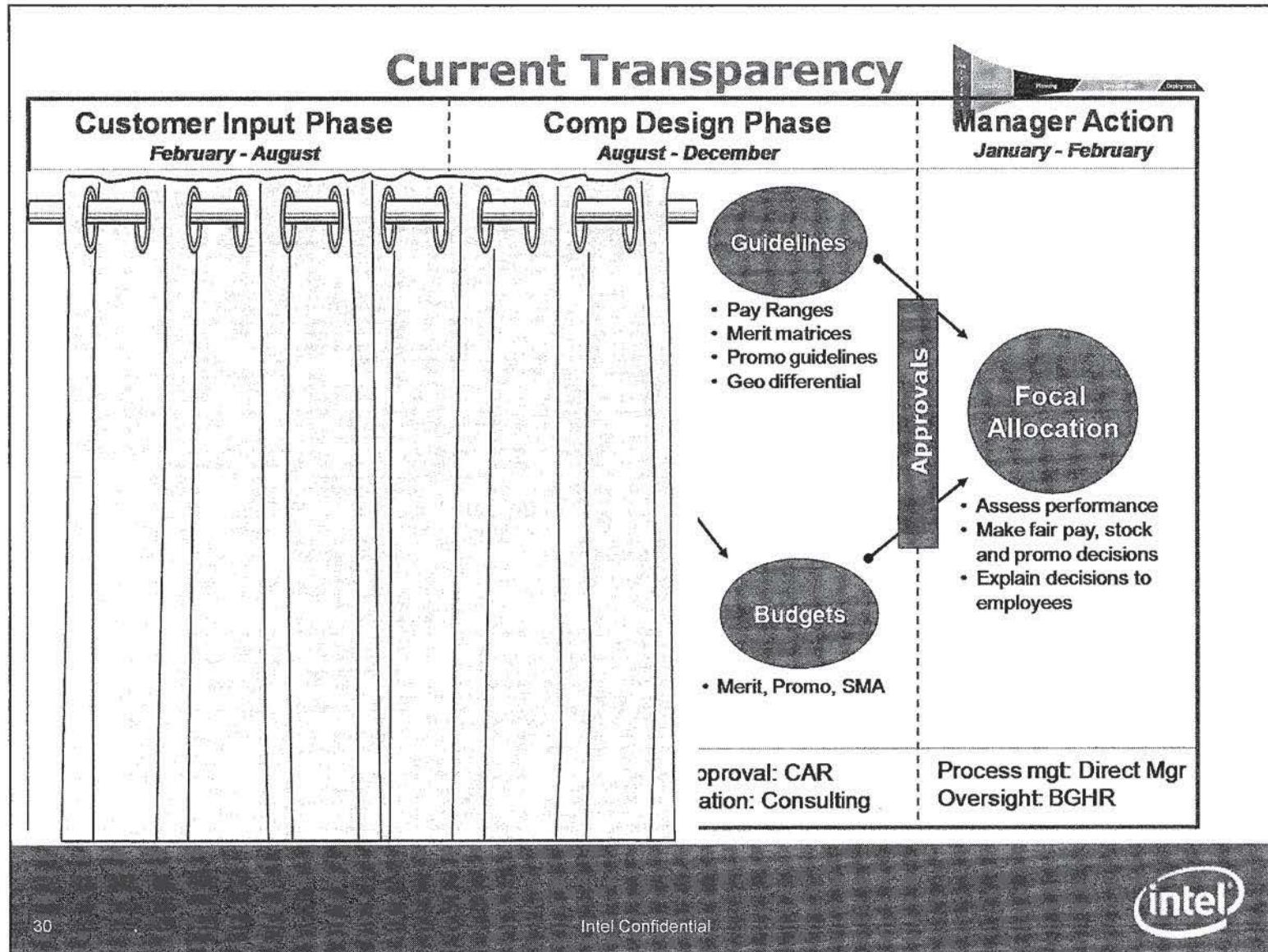
Value Dial or Value Driver	Metric	Goal	Baseline/ Current State	Actual Result
Time to market	Work Week	Release 1 by Focal 2011 go-live (WW 05)	N/A	Complete for closure decision
Biz Transformation	Report Usage	90% Pilot Managers access new pay reports during Focal 2011 cycle	N/A	Complete for Phase 1 closure decision
Employee Relations -Retention -Mgr Knowledge	OHS C&B Question Results	X% positive scores	Establish baseline in OHS 2011	To be measured in OHS 2012
Cost Avoidance	Cash	\$ 100k per year	Danny	To be measured in 2012 and beyond

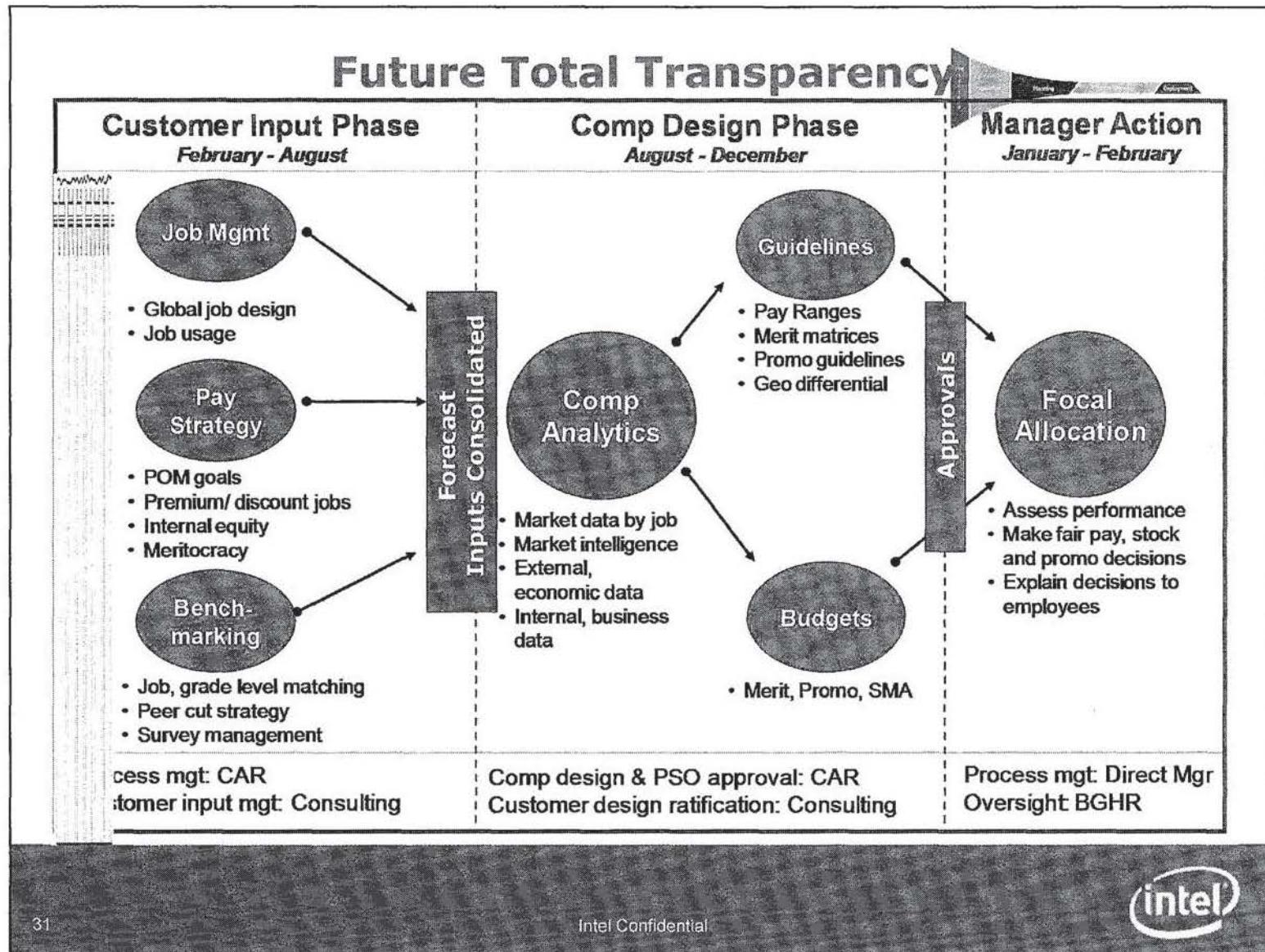
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Base Pay Strategy

1. [REDACTED]
2. [REDACTED]
[REDACTED]
3. [REDACTED]
[REDACTED]
- [REDACTED]
4. [REDACTED]
[REDACTED]
- [REDACTED]
5. [REDACTED]
[REDACTED]

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Enabling Mgr Pay Decisions



Future Pay Modeling

- [REDACTED]
 - Pro:
 - [REDACTED]
 - [REDACTED]
 - Con:
 - [REDACTED]
 - [REDACTED]
 - [REDACTED]
 - [REDACTED]
 - [REDACTED]

Show Current Pay

- [REDACTED]
 - Pro:
 - [REDACTED]
 - [REDACTED]
 - Con:
 - [REDACTED]

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